



**MINUTES**  
**Committee on Personnel**  
**Monday, June 8, 2025 @ 11:00 a.m.**  
**10<sup>th</sup> Floor City Hall**

**CALL TO ORDER**

Council Member Pehlivanoglu called the meeting to order at 11:01 a.m.

**PRESENT**

Council Member Trini Pehlivanoglu, Chair  
Council Member Peter Spadafore, Vice Chair- arrived at 11:35 a.m.  
Council Member Adam Hussain, Member  
Council Member Jeremy Garza, Member

**OTHERS PRESENT**

Sherrie Boak, Council Office Manager  
Greg Venker, OCA  
Elizabeth O'Leary, HR Director  
Keisha McKitty, HR

**MINUTES**

MOTION BY COUNCIL MEMBER HUSSAIN TO APPROVE THE MINUTES FROM MAY 11, 2026.  
MOTION CARRIED 3-0.

**PUBLIC COMMENT**

No public comment on the time.

**DISCUSSION/ACTION ITEMS**

Legislative Analyst Interviews

Council Member Pehlivanoglu stated the interviews will be an equitable process, comply with and be part of the open meetings act, but not simultaneous live streamed on YouTube. The meetings will be posted once all interviews are completed.

Ms. O'Leary welcomed the first applicant.

Ms. McKitty noted the purpose was to become acquainted, and allotted 45 minutes, and if there are questions that need to be repeated.

Council Member Pehlivanoglu acknowledged the writing sample submitted prior and started introductions. She summarized there are 9 questions that will round robin style.

**Ian Connolly-(virtual)**

**Q1. Council Member Pehlivanoglu** -Walk us through how you have tracked legislation from introduction through final action. What tools or systems did you use, and how did you keep decision-makers informed at key points in the process?

Mr. Connolly stated he has worked for two legislative sessions, both non-partisans' positions. Part of his role was fact checking, editing, and making sure information was clear and well communicated.

**Q2. Council Member Garza - Describe** a policy analysis you produced where the data pointed in one direction but stakeholder or political context pointed in another. How did you present your recommendation?

Mr. Connolly provided an example of a recent analyst intern with the legislative auditor and in that role he conducted data analysis on a project, and his task was to make sure all agencies were made aware of the analysis.

**Q3. Council Member Hussain -** This position supports eight Council members who may have different priorities and constituencies. How have you managed reporting to or supporting a multi-member body, and how do you stay useful to members who may not always agree with each other?

Mr. Connolly provided examples of research working with multi member and maintain neutrality, maintaining quality of work, ethics and personal standards.

**Q4. Council Member Pehlivanoglu -** What is your approach when you are asked to analyze a proposal quickly — say, 48 hours before a vote — and the data or information you need is incomplete?

Mr. Connolly admitted it is tough dilemma, because you want to provide the best accurate information, but his greatest weakness is he wants to understand and would focus on as much of the information he can.

**Q5. Council Member Garza -** How do you adjust the same policy analysis for different audiences — for example, a technical staff memo versus a Council presentation versus a public-facing summary?

Mr. Connolly referred back to the work documents, the latter was the technical analysis and how he converted to a report that was the main identifying threshold problem and analysis on what reporting, and target those.

**Q6. Council Member Hussain -** Tell us about a time you had to deliver a finding or recommendation that was unwelcome — to a supervisor, a board, or an elected body. How did you handle it?

Mr. Connolly spoke about his data analysis job and presenting of information.

**Q7. Council Member Pehlivanoglu -** This role requires maintaining the confidence of Council members and, at times, handling sensitive city information. How do you think about professional discretion when you work directly for and report to elected officials — especially when their interests or information may differ?

Mr. Connolly provided an example working on confidential information, training, and feels knowledgeable about maintaining information security.

**Q8. Council Member Garza -** Tell us about a situation where you handled sensitive or politically charged information and had to decide what to share, with whom, and when.

Mr. Connolly admitted he could not speak specifically, but was able to note a job working with multiple committees working on having those agencies present their plans where his employer was looking at similar programs. This information was sensitive and was held until that point it could be shared with the legislatures.

**Q9. Council Member Hussain -** What do you see as the most significant policy challenge facing mid-sized cities like Lansing right now, and how would you approach building a Council briefing on it?

Mr. Connolly stated what he sees as a big concern currently is energy costs, data centers, and with presenting that information, they are complex topics, so a lot of information would be needed on regulation, what legislation already exists, what data exists on the changes, and what can be presented to a large committee.

## Candidate Questions

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Mr. Connolly asked what the relationship is between council staff and executive branch. Council Member Pehlivanoglu noted Lansing is a strong mayor, and there can be conversations working together, but Council is independent. She provided an example of the budget process. Council

Member Garza noted there are 8 council members, strong mayor town, and the Mayor Schor has been receptive. Council Member Hussain noted that elections matter, and in this position with interplay, contingent on the Mayor at the time, Council leadership at the time, but it is a matter of elections; who is Mayor, who is elected annually as Council leadership.

Mr. Venker stated as it relates to personnel to personnel, he would answer to Council and no one else. He then explained his role with Council and the Mayor, and point of action with this position Mr. Connolly is interviewing for.

Mr. Connolly asked how the new Charter will impact Council and this position. Council Member Pehlivanoglu stated the new Charter did establish a new Ward Council member, so 9 members this position will work for. Council Member Hussain added that the Legislative Analyst position, is not in the Charter, and not guaranteed, but the Charter allows Council to hire staff to support operations of City Council.

Mr. Connolly asked Council what excites them about the future of Lansing. Council Member Pehlivanoglu admitted she gets excited about community. Council Member Garza stated his excitement in how people are coming back to Lansing again and the future. Council Member Hussain spoke on the investment in downtown area, and in overall Lansing corridor improvement authorities, neighborhood focus, and all supported by the people.

Mr. Connolly acknowledged the time, and spoke in excitement to moving to Michigan for the role and his commitment.

Council Member Pehlivanoglu asked HR if there is anything they need to do complete, and Ms. McKitty stated they will follow up with him after all interviews and will follow up.

### **Jakob Bartman**

Committee and staff did introductions, and Mr. Bartman provided a resume.

Ms. McKitty outlined the purpose, time of the interview period, and documentation process.

**Q1. Council Member Pehlivanoglu** - Walk us through how you have tracked legislation from introduction through final action. What tools or systems did you use, and how did you keep decision-makers informed at key points in the process?

Mr. Bartman spoke on his experience while working at the House, analyzing the documents and pull out key points and recommendations. This includes tracking the bill until on the floor for debate.

**Q2. Council Member Spadafore** - Describe a policy analysis you produced where the data pointed in one direction but stakeholder or political context pointed in another. How did you present your recommendation?

Mr. Bartman provided an example on a bill that went through Congress speaking to energy and environmental impacts. He presented to the Congressman he worked for providing supportive analysis.

**Q3. Council Member Garza** - This position supports eight Council members who may have different priorities and constituencies. How have you managed reporting to or supporting a multi-member body, and how do you stay useful to members who may not always agree with each other?

Mr. Bartman outlined his work experience as a contract employee, and prioritizing tasks given to him, not showing favoritism but meeting deadlines.

**Q4. Council Member Hussain** - What is your approach when you are asked to analyze a proposal quickly — say, 48 hours before a vote — and the data or information you need is incomplete?

Mr. Bartman provided an example of looking into incomplete data, looking into what constitute needs, and it is about gathering and cross referencing any information that is available.

**Q5. Council Member Pehlivanoglu** - How do you adjust the same policy analysis for different audiences — for example, a technical staff memo versus a Council presentation versus a public-facing summary?

Mr. Bartman noted it would be making it understandable to everyone.

**Q6. Council Member Spadafore** - Tell us about a time you had to deliver a finding or recommendation that was unwelcome — to a supervisor, a board, or an elected body. How did you handle it?

Mr. Bartman outlined his experience on finding common ground and working through so work does not stop.

**Q7. Council Member Garza** - This role requires maintaining the confidence of Council members and, at times, handling sensitive city information. How do you think about professional discretion when you work directly for and report to elected officials — especially when their interests or information may differ?

Mr. Bartman noted that if information does differ, with his experience with Congress, with this position this is the information that is available, and needs to be conveyed effectively to get work flow seamless.

**Q8. Council Member Hussain** - Tell us about a situation where you handled sensitive or politically charged information and had to decide what to share, with whom, and when.

Mr. Bartman stated what he found effective is remove yourself out of the position and “state he is there for the boss” he can compile the information and relay it along.

**Q9. Council Member Spadafore** - What do you see as the most significant policy challenge facing mid-sized cities like Lansing right now, and how would you approach building a Council briefing on it?

Mr. Bartman stated the biggest issue is affordability and a lot of times it is not talked about, and need to understand would be to look at which communities is being hit hardest. Take critical information, look down on variables and then look at similar demographics for similar recommended.

## **Candidate Questions**

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Mr. Bartman asked about biggest challenges. Council Member Spadafore stated with the recent budget passage, their task will be to address where things go from here.

Mr. Bartman asked what success in this role looks like in the first 90 days or year. Council Member Pehlivanoglu advised getting familiar with the city, Charter, role of Council, responsiveness. Council Member Spadafore stated motivation and curiosity does require self-starter mentality, to understand and anticipate issues coming up to City Council. Council Member Garza encouraged him to meet with all 8 members; goals, constituency.

Mr. Bartman asked how the State affects the City of Lansing Council. Council Member Pehlivanoglu stated there are times, Council may ask for research on an initiative, but might not be possible, and in terms of Council, while working through issues. Council Member Spadafore, with the State capital close, the media reports and brings the public to the City of Lansing, because it is local.

Mr. Bartman asked what the next steps in the process are. Ms. McKitty interviews this week, if selected will be notified, background reference checks, starting date. Council Member Spadafore, after the end of meeting, this is the first and only interview.

## **Anthony Jenkins**

Committee and staff did introductions.

Ms. McKitty outlined the purpose, time of the interview period, and documentation process.

**Q1.- Council Member Pehlivanoglu** - Walk us through how you have tracked legislation from introduction through final action. What tools or systems did you use, and how did you keep decision-makers informed at key points in the process?

Mr. Jenkins provided an example of working for the State, where he tracked legislation once introduced and passed. This process included spreadsheets, tracking schedules, continual checking to make sure nothing was missed.

**Q2. Council Member Spadafore** - Describe a policy analysis you produced where the data pointed in one direction, but stakeholder or political context pointed in another. How did you present your recommendation?

Mr. Jenkins spoke on specific policy, he worked for communication side, and when it arrived it would be writing press releases for representatives, if the representative was opposed to what the party wanted, he would explain what the legislation would do for the people of Michigan, and how to produce the best product for the said representative.

**Q3. Council Member Garza** - This position supports eight Council members who may have different priorities and constituencies. How have you managed reporting to or supporting a multi-member body, and how do you stay useful to members who may not always agree with each other?

Mr. Jenkins noted he has worked for up to 10 people, and so his practice was constant communication with the offices; asking if they want something about legislation, scheduling a block of time for follow up on what was happening.

**Q4. Council Member Hussain** What is your approach when you are asked to analyze a proposal quickly — say, 48 hours before a vote — and the data or information you need is incomplete?

Mr. Jenkins stated when dealing with a speech, majority of time was with incomplete information, so would try to find pieces of information to fill in the blanks, quick dive into all information that is available.

**Q5. Council Member Pehlivanoglu** - How do you adjust the same policy analysis for different audiences — for example, a technical staff memo versus a Council presentation versus a public-facing summary?

Mr. Jenkins stated that you look at who the audience is, different types of speaking, different types of language, and different technicality.

**Q6. Council Member Spadafore** - Tell us about a time you had to deliver a finding or recommendation that was unwelcome — to a supervisor, a board, or an elected body. How did you handle it?

Mr. Jenkins provided an example of work he has performed when working for a representative; a policy that might have been voted no on, but passed the House, and even though it was popular, in some instances he was able to research and include details on why things were done the way they were.

**Q7. Council Member Garza** - This role requires maintaining the confidence of Council members and, at times, handling sensitive city information. How do you think about professional discretion when you work directly for and report to elected officials — especially when their interests or information may differ?

Mr. Jenkins noted he has experience with confidentiality, and his practice was that if talking about specific items, it would be email not on personal cell phone, and working on other avenues to keep things confidential.

**Q8. Council Member Hussain** - Tell us about a situation where you handled sensitive or politically charged information and had to decide what to share, with whom, and when.

Mr. Jenkins provided an example.

**Q9. Council Member Pehlivanoglu** - What do you see as the most significant policy challenge facing mid-sized cities like Lansing right now, and how would you approach building a Council briefing on it?

Mr. Jenkins referred to his personal experience of living in the city, and impact of the roads and maintenance of the roads. In creating a Council brief on those, look at the data, look the active roads, and rank them for a recommendation. This would include looking into State funding.

## **Candidate Questions**

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Mr. Jenkins asked about day-to-day activities.

Council Member Pehlivanoglu stated differed depending on tasks, subjects and council priorities.

Council Member Spadafore added within the first 120 days, informational, self-driven, and anticipated the needs of the council members. Council Member Garza also noted weekly reporting on what is happening across the street.

Mr. Jenkins asked about what characteristics they are looking for. Council Member Pehlivanoglu noted curiosity, self-started, anticipating the needs of the council members.

Mr. Jenkins asked about the goals in first 100 days, first year, etc. Council Member Pehlivanoglu started engage with the council members, get to know the administration, work with the City Attorney office. Council Member Spadafore encouraged making the City Council position easier from a legislative perspective.

Mr. Jenkins stated that in the state there is separation of partisan or non. Council Member Pehlivanoglu confirmed that all council members are non-partisan.

Mr. Jenkins asked if there was political work, and Council Member Spadafore stated there is no political work expected in this position.

Mr. Jenkins asked the Committee on the culture of the department and working for the City of Lansing, and Council Member Pehlivanoglu stated they are all individuals that were elected to serve in these roles, and sometimes there is alignment and sometimes not. Because Council is part time in the office, Council puts in the efforts to create a culture. Council Member Spadafore said in the new space there will be more departments on the first floor, and currently with only three people, this office is a separate branch of administration.

Council Member Hussain asked him to take the opportunity to speak to Ms. Richmond, and Council Member Spadafore added that it changes annually with Council leadership.

Mr. Jenkins asked if they had any additional questions for him. Council Member Pehlivanoglu acknowledged the interest and appreciated the application and resume that was submitted.

Mr. Jenkins asked about the next steps, and Ms. McKitty went through the next steps. Mr. Jenkins provided work samples.

## **Devin Woodruff**

Committee and staff did introductions.

Ms. McKitty outlined the purpose, time of the interview period, and documentation process.

**Q1. Council Member Pehlivanoglu** - Walk us through how you have tracked legislation from introduction through final action. What tools or systems did you use, and how did you keep decision-makers informed at key points in the process?

Mr. Woodruff admitted that is an interesting thing in tracking legislation and provided an example of working with Detroit with solar, focus on addressing blighted properties. Look at the Committee process, who introducing and who is empowering in both ways.

**Q2. Council Member Spadafore** - Describe a policy analysis you produced where the data pointed in one direction, but stakeholder or political context pointed in another. How did you present your recommendation?

Mr. Woodruff distributed a folder of examples which spoke to solar focus creations on policy, but the example also provided area and drones. Mr. Woodruff stated you can communicate is imperative and important, and the need to know who to present it in a neutral forward. They need to distill all the information for the residents to understand.

**Q3. Council Member Garza** - This position supports eight Council members who may have different priorities and constituencies. How have you managed reporting to or supporting a multi-member body, and how do you stay useful to members who may not always agree with each other?

Mr. Woodruff explained what he has tried to do is to provide the most neutral stance, what the numbers say as a whole. He then provided an example. When each has a different point of view, bring forward the facts and what is important. While at the University of Michigan was able to start the program for "Empowerment" and helping Council provide the data analysis moving forward.

**Q4. Council Member Hussain** - What is your approach when you are asked to analyze a proposal quickly — say, 48 hours before a vote — and the data or information you need is incomplete?

Mr. Woodruff stated the data is not always there, and when things move at the state level, there is always someone that knows what is going on. You have to know who has the connections to assist you.

**Q5. Council Member Pehlivanoglu** - How do you adjust the same policy analysis for different audiences — for example, a technical staff memo versus a Council presentation versus a public-facing summary?

Mr. Woodruff referred back to his example, communicate for your receiver.

**Q6. Council Member Spadafore** - Tell us about a time you had to deliver a finding or recommendation that was unwelcome — to a supervisor, a board, or an elected body. How did you handle it?

Mr. Jenkins recapped a recommendation he made on a proposal; findings were based on items on projections, which was in opposition, but it was different then the outcome.

**Q7. Council Member Garza** - This role requires maintaining the confidence of Council members and, at times, handling sensitive city information. How do you think about professional discretion when you work directly for and report to elected officials — especially when their interests or information may differ?

Mr. Woodruff stated you have to understand the respect the conversations with one member, hold and garner in what they are saying but not sharing.

**Q8. Council Member Hussain** - Tell us about a situation where you handled sensitive or politically charged information and had to decide what to share, with whom, and when.

Mr. Woodruff stated his e

**Q9. Council Member Pehlivanoglu** - What do you see as the most significant policy challenge facing mid-sized cities like Lansing right now, and how would you approach building a Council briefing on it?

Mr. Woodruff noted his opinion would be the biggest issue on attainment of, but policy is only as good as the implementation.

## Candidate Questions

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Mr. Woodruff asked what their envision is for working together with this position. Council Member Pehlivanoglu stated there was a position filled initially in 2025, creating initiatives, weekly legislation updates, meet with Council members in onboarding, and there is a lot of room to craft this position because it is so new.

Mr. Woodruff asked about board retreats for collaboration. Council Member Spadafore stated that within the last years there has not been retreats but they have internal trainings.

Ms. McKitty explained the next steps.

### **Latrell Crenshaw**

Committee and staff did introductions.

Ms. McKitty outlined the purpose, time of the interview period, and documentation process.

**Q1. Council Member Pehlivanoglu** - Walk us through how you have tracked legislation from introduction through final action. What tools or systems did you use, and how did you keep decision-makers informed at key points in the process?

Mr. Crenshaw referred to his resume, which has background work history in San Diego, working with ONBASE program managing which collaborated with other departments. During that time he worked with City Attorneys on documents with outside agencies. His work experience with the Black Chamber of Commerce worked with advocating the legislation.

**Q2. Council Member Spadafore** - Describe a policy analysis you produced where the data pointed in one direction but stakeholder or political context pointed in another. How did you present your recommendation?

Mr. Crenshaw highlighted a point of his career, with San Diego, they were facing a deficit, so most programs were in the GF, and an item he advocated for with the Black Chamber was designating funding small business assistance services. With a non-profit partner, he lead advocacy efforts.

**Q3. Council Member Garza** - This position supports eight Council members who may have different priorities and constituencies. How have you managed reporting to or supporting a multi-member body, and how do you stay useful to members who may not always agree with each other?

Mr. Crenshaw gave an example of his time in San Diego, and when there working in Economic Development, he had to be careful when reporting to the Mayor, but had to balance the operational priorities with the administration and the public needs. His focus was to make sure on making sure everyone was heard, and that Council felt their issues and priority were heard and were important. If there were lack of funds or services from the Mayor, they attempted to work on other programs to the under served areas, and support the claim those Wards were making.

**Q4. Council Member Hussain** - What is your approach when you are asked to analyze a proposal quickly — say, 48 hours before a vote — and the data or information you need is incomplete?

Mr. Crenshaw admitted he has not been in a situation where there was a hard timeline, but in this case he would rely on historical data on trend lines, and seeing where the data has been pointing too over time.

**Q5. Council Member Pehlivanoglu** - How do you adjust the same policy analysis for different audiences — for example, a technical staff memo versus a Council presentation versus a public-facing summary?

Mr. Crenshaw stated that it becomes down to language, coaching people through the process, breaking down the law for public, formal audiences, government, etc. Look at the technical text and how to communicate in the same language so everyone understands.

**Q6. Council Member Spadafore** - Tell us about a time you had to deliver a finding or recommendation that was unwelcome — to a supervisor, a board, or an elected body. How did you handle it.

Mr. Crenshaw provided an example on analyzing finances and building protocols.

**Q7. Council Member Garza** - This role requires maintaining the confidence of Council members and, at times, handling sensitive city information. How do you think about professional discretion when you

work directly for and report to elected officials — especially when their interests or information may differ?

Mr. Crenshaw provided an example of small business support and city services that were controversial, and the challenge was, in dealing with the community, sometimes there are strong feelings on disparities for decades. Sometime strong advocates and strong detractors, and had to relay they are still rolling out the program, and things were released before it was needed to be messaged, so it is delicate to be when you release information, to build trust. There is a lot to consider in confidentiality on information in the sphere of public debate.

**Q8. Council Member Hussain** - Tell us about a situation where you handled sensitive or politically charged information and had to decide what to share, with whom, and when.

Mr. Crenshaw provided an example, proactively managing.

**Q9. Council Member Pehlivanoglu** - What do you see as the most significant policy challenge facing mid-sized cities like Lansing right now, and how would you approach building a Council briefing on it?

Mr. Crenshaw spoke on economic development and reactive the corridors and downtowns. In some ways, compared to other countries, we are behind, so he looks at best practices from other countries. Look at the economic drivers, moving people sustainability in the future.

## **Candidate Questions**

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Mr. Crenshaw asked how does Council manage multi-jurisdictional with policy and service administration. Council Member Spadafore stated that most of the neighboring look to the City for services, and there doesn't seem to be a lot of policy issues or obstacles. Council Member Garza acknowledged as well, the City provides most of the services. Council Member Pehlivanoglu stated there are some MOU with some services like fire, etc.

Mr. Crenshaw asked about funding cuts to support other agencies or services; where does the Council/public split come from. Council Member Hussain stated that when the public speaks there are huge contingent public that want safety services, then other that want conciliary services. The question becomes how to center people, help the city, services, and he admitted it was difficult.

Mr. Crenshaw asked what are they looking for a candidate to get out of the position. Council Member Spadafore stated motivated, curious, and self-driven. They will work for 8 then 9 in the future.

Ms. McKitty summarized the next steps.

While waiting on last interview, Ms. McKitty asked if they wanted to have another date for interviews, since there are some that came in over the weekend.

Committee consensus was that there has been strong candidates so far today.

Council Member Pehlivanoglu asked if there is a policy that requires this. Ms. McKitty stated if there are some that come in they should be reviewed if met qualifications. There were 7 applicants. Ms. O'Leary stated the only issue would be if there is someone that met qualifications. Council Member Hussain stated originally they said 5, then set with 6. Can Committee make a decision today, contingent on review of the additional applications, in comparison to applicants already met, giving HR determination. Ms. O'Leary stated they should be compared to those already interviewed. Council Member Spadafore stated he would not like another meeting if there is a candidate today. Mr. Venker stated that there is no issue discussion the candidates so far, and make an offer. It could be all 7 do not rise to the level. If it was open and someone applied, that is the issue. Council Member Pehlivanoglu, suggest top candidate, HR screen 7 applications that came in today, and if they do not meet the qualifications then it is complete, but if there is someone that stands out, the Committee could have a brief meeting in the future. Ms. McKitty stated she could screen yet today.

Council Member Hussain asked if settling on top candidate today, and HR vetting, and no other interest, can the communications be sent out.

## **Luke Thiel**

Committee and staff did introductions. Council Member Spadafore acknowledged he knows Mr. Thiel from his other job.

Ms. McKitty outlined the purpose, time of the interview period, and documentation process.

**Q1. Council Member Pehlivanoglu** - Walk us through how you have tracked legislation from introduction through final action. What tools or systems did you use, and how did you keep decision-makers informed at key points in the process?

Mr. Thiel first provided a brief context, that he has only analyzed in the State legislature. Using those programs he is updated and informed with things are updated at that end. His work experience is to do weekly updates, scanning for subjects on industries and sectors that effect his clients. This offers it to be open ended and this allows an all encompassing but getting information from the source.

**Q2. Council Member Spadafore** - Describe a policy analysis you produced where the data pointed in one direction but stakeholder or political context pointed in another. How did you present your recommendation?

Mr. Thiel referred back to a policy he worked on.

**Q3. Council Member Garza** - This position supports eight Council members who may have different priorities and constituencies. How have you managed reporting to or supporting a multi-member body, and how do you stay useful to members who may not always agree with each other?

Mr. Thiel provided on his past experience.

**Q4. Council Member Hussain** - What is your approach when you are asked to analyze a proposal quickly — say, 48 hours before a vote — and the data or information you need is incomplete?

Mr. Thiel stated it is about presenting what is available but have a disclaimer it would be to inform them of anything missing.

**Q5. Council Member Pehlivanoglu** - How do you adjust the same policy analysis for different audiences — for example, a technical staff memo versus a Council presentation versus a public-facing summary?

Mr. Thiel stated you have to know who your audience is, and to make an informed decision you have to be aware of all aspects of the decision. For the public, assume they know nothing, it is about making it easy to read, and it is about intent.

**Q6. Council Member Spadafore** - Tell us about a time you had to deliver a finding or recommendation that was unwelcome — to a supervisor, a board, or an elected body. How did you handle it?

Mr. Thiel outlined a project he looked into for findings on supply and demand. This project had him separate himself from the determination and what is best for the institution and what will align what is happening today and what they want to be and known as; separating self from work. Feels strong on standing where stands when knowing it is grounded.

**Q7. Council Member Garza** - This role requires maintaining the confidence of Council members and, at times, handling sensitive city information. How do you think about professional discretion when you work directly for and report to elected officials — especially when their interests or information may differ?

Mr. Thiel noted in different roles there have always been clients where there were differences, and that did require recusal from others. He had the understanding of a “need to know” bases. It is professionalism on who needs to know what, and being grounded in what you are doing, and grounded in fact.

**Q8. Council Member Hussain** - Tell us about a situation where you handled sensitive or politically charged information and had to decide what to share, with whom, and when.

Mr. Thiel provided an example where he held sensitive information because it would create a situation where it put others in a bad spot.

**Q9. Council Member Pehlivanoglu** - What do you see as the most significant policy challenge facing mid-sized cities like Lansing right now, and how would you approach building a Council briefing on it?

Mr. Thiel stated his consideration would be the lack of "Alive after 5", which appears to be the biggest road block to a large city, to having businesses open after 5 in downtown. Other municipalities have a vibrant downtown with a blend of business and housing that encourages walkability and public utilizing the public spaces. The briefing would be compare similar size City that have enacted policies and ample solutions.

### **Candidate Questions**

Mr. Thiel asked the Committee what they believe the analyst position go above and beyond. Council Member Pehlivanoglu stated this is a new position and this new person has an area to grow out, and work with Council members. If selected, as engage with Council members they will communicate what they are looking for. Council Member Spadafore stated self motivation, work independently, and anticipate the needs of Council. Council Member Garza noted they have other jobs, so need someone self motivated, and encourage the weekly updates. Council Member Hussain encouraged this position meet with each Council member on their concerns. They wouldn't just report weekly to the whole, but reach out to individual Council members to support each member in their respective role.

Mr. Thiel referenced the recent budget passage, and asked if there are any projects they are working in the City. The Committee commented on filling the position, the outreach on subject matter, helping Council member keep on track, and the type of research the position was tracking.

Mr. Thiel asked about stakeholder engagement on an ordinance. Council Member Spadafore stated the position meets with other departments, and not sure with the previous employee if that person went outside the building. But the position is new and so those outside the building meetings are potential.

Council Member Hussain would encourage the legislative analyst to meet with the community and the neighborhood meetings.

Ms. McKitty spoke on the next steps and Mr. Thiel submitted work samples.

The Committee took a brief break at 3:40 p.m.

### **Other**

Committee called back to order at 3:45 p.m.

### **Deliberations on Interviews**

Council Member Pehlivanoglu noted there were 6 interviews for the Legislative Analyst position, asking for any committee members on their opinions. Council Member Garza and Hussain concurred on not moving forward on Mr. Jenkins and Mr. Bartman. Council Member Pehlivanoglu concurred, then spoke on the other three, and she would add not to move forward Ian Connolly. Council Member Hussain concurred with that as well, and was impressed with Mr. Crenshaw and Mr. Thiel based on experience, personality, ability in work and support in the unique dynamic. Council Member Spadafore concurred on those as the top two as well; Mr. Crenshaw and Mr. Thiel. Council Member Pehlivanoglu stated she concurred on those and Mr. Woodruff. Council Member Garza stated Mr. Woodruff and Mr. Crenshaw stood out.

Council Member Spadafore asked about a second interview.

Ms. O'Leary stated that they need to look at the 7 that came in after the interviews were set, and second interviews but need to address this.

Council Member Spadafore suggested setting a June 22 meeting, for any initial interviews and potential second interviews. Council Member Pehlivanoglu suggested taking these top 2 and if there are other interviews make a decision.

Council Member Hussain asked if the HR can communicate with those not interested in, and the top 2-3 can get communications they are in the running and a definite answer June 22. Council Member Spadafore comfortable with that. Ms. O'Leary said they can send regret letters and they are considering ad will be in touch after June 22. Council Member Hussain asked if that can be done and staff make a phone call so they understand there is still a strong interest. Ms. O'Leary stated they do not want false hopes, but can reach out with still being considered, impressed with their presentation.

The Council Member Pehlivanoglu that she chose Mr. Woodruff and Mr. Crenshaw. Council Member Garza stated his choice was with Mr. Woodruff. Council Member Hussain stated he supported Mr. Crenshaw and Mr. Thiel. Council Member Spadafore stated he supported Mr. Thiel because he has seen his work, and top three would be Mr. Woodruff and Mr. Crenshaw.

Council Member Hussain again stated his top 2 would be Mr. Thiel and Mr. Crenshaw, and the consensus of the Committee was to move forward with HR and contact those that are not of interest, and notify the remaining two.

The Committee set another meeting for June 22, 2026 4:30 p.m.

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**ADJOURN**

Adjourn: 4:04 p.m.

Submitted by

Sherrie Boak, Recording Secretary

Lansing City Council

Approved by the Committee on June 22, 2026